

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after March 9, 2003, were as follows: Average increases of 21 cents (3.2 percent) for Level 1 and 26 cents (3.1 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	43	6.49	9.35	5.30
CASHIER-CHECKER	12	6.03	7.10	5.50
CUSTOMER SERVICE ASSIST	20	7.08	8.40	6.00
DESK CLERK	29	6.62	8.00	5.50
NF - 2				
PAYROLL CLERK	4	9.88	10.00	9.65
SECRETARY	4	9.10	10.05	8.36
ACCOUNTING TECHNICIAN	7	9.41	10.00	8.67
NF - 3				
DEPARTMENT MANAGER	15	9.35	11.11	7.80
EXECUTIVE SECRETARY	5	10.35	11.98	9.13
BOOKKEEPER	5	11.61	13.50	9.93

WAGE AREA : #164, Craven, North Carolina

ORDER DATE : January 3, 2003

SURVEY : #018/020-33